

IMPACT

The IMPACT Program

The Indiana Manpower and Comprehensive Training (IMPACT) Program provides services designed to help recipients of Food Stamps and TANF achieve economic self-sufficiency through

- education
- training.
- job search and
- iob placement activities

The IMPACT program assists participants to meet these goals through an approach that emphasizes job placement and job retention complemented by education and training activities. The participant's movement toward the goal is assisted by IMPACT case management, which coordinates an array of services, including education, training, job search, job placement, and social services offered by the Indiana Family and Social Services Administration through the Division of Family and Children and local providers.

IMPACT is Indiana's Welfare-to-Work program – a critical component of Indiana's welfare reform initiatives – which places an increasing emphasis on "workfirst." Work First" means that individuals are expected to accept a job which can be secured with their existing education and skills.

Waivers from the U.S. Department of Health and Human Services and the U.S. Department of Agriculture provide "work pays" incentives to assist recipients. Financial barriers to moving toward self-sufficiency have been reduced by Indiana's welfare reform initiatives. As an important link in the welfare reform program, IMPACT places and increasing priority on participants, retention, and wage gain with a "work first" focus along with a holistic approach to the whole family.

IMPACT is much more than a job training program, however, in that it seeks to address a broad range of barriers that clients may have in locating and maintaining employment.

From the time an individual applies for assistance, employment services are available and individuals are asked to begin their job search. For those not able to find a job right away, additional activities are provided. An assessment of the client's strengths and needs is completed and a case manager works with the client to develop an individualized plan for employment. The plan outlines the steps which will be taken for the client to become self-sufficient.

In addition to job search, the activities could include job readiness activities or an unpaid work experience at an agency. In addition to a work activity, appropriate vocational training or basic education classes might be included on the employment plan. The plan also includes supportive services such as transportation and child care.

To assist in this endeavor, the program has increased the provider contracts for job search, job readiness, job development, job placement and retention as well as providing services to the whole family and outreach to the faith-based community as service providers. Indiana was selected by the National Governors Association as one of seven states selected to pilot workforce innovations for the incumbent worker in partnership with the Indiana Department of Workforce Development and the Indiana Economic Development Council.

In Benton County employers, providers, and government have come together to create "Road to Success", a five day self-sufficiency program for IMPACT participants. The local DFC office, the Benton County extension office, Wabash Center, Inc., Wabash Valley Hospital, and local employers help participants to set goals to achieve stable employment and money management.

IMPACT Placements

IMPACT contracts with providers across Indiana to implement job search, development and placement activities. Job placements have been successful in Indiana.

State Fiscal Year	Job Placements
1993	3,982
1994	4,665
1995	9,483
1996	19,906
1997	27,349
1998	33,500
1999	25,382
2000	23,216

IMPACT Activities

Job Search – includes telephoning employers, completing job applications, providing resumes, going to interviews, following up on job contacts, job placement services, and job seeking skills training.

Job Readiness – includes activities which prepare a participant for work such as learning job coping skills and understanding general workplace expectations. Services may also include family life skills.

Unsubsidized Employment – work for which wages, salaries, commissions or profits are paid and this payment is not subsidized by State or Federal programs.

Community Work Experience (CWEP) – unpaid work experience in a public or non-profit agency to gain practical work experience.

Job Skills Training – short-term training to gain a specific work-related skill in order to obtain or advance in employment.

Vocational Educational Training – short-term training for a specific vocation, trade, occupation or technical skill.

Educational (Academic) Training – high school, General Education Development (GED) preparation, Adult Basic Education, and English as a Second Language. (Priority given to academic training if the client is under 20 and has not completed high school or its equivalent).

In Cass County, the El-Tip-WA Education Center has created a school to work job readiness program based on input from the local DFC office, the adult education staff, and IMPACT and eligibility staff. This program is designed especially for TANF recipients and continues to change based on creativity, communication, and commitment. 22 of the 28 graduates of the class have jobs and are without need of TANF.

TANF IMPACT Supportive Services

- Activity Fees (training) \$50/year/person
- Clothing \$100/year/person
- Driver's Training \$200/year/person
- Driver's License Fee \$10/year/person
- Equipment and Tools \$500/year/person
- Health, Beauty, Personal \$50/year/person
- Licensure Fees \$100/year/person
- Medical (if not covered by Medicaid) \$500/year/person
- Moving and Relocation \$500/year/person
- Shoes \$100/year/person
- Transportation public actual cost: private \$.15/mile, up to \$200/month
- Uniforms \$100/year/person
- Union Dues \$150/year/person
- Vehicle Repair/Maintenance \$500/year/person
- Weight Control \$300/year/person

Effective November 15, 2001, the only supportive services offered are car repair, transportation, and clothing.

Food Stamp IMPACT Supportive Services

The total amount available on a monthly basis per person for supportive services (excluding child care) is \$25. Supportive services which can be paid under Food Stamp IMPACT are:

- Transportation \$.10/mile or \$2.00 per day, whichever is higher
- Other services up to \$25 per month
- Dependent Care Actual costs up to \$175 for ages 2 and over and \$200 for ages under 2 per month per dependent

In a partnership with Adams County, Wells County has developed a Transit Advisory Council. Businesses, social services agencies, medical providers, and transportation providers are all represented on the council, to develop affordable and reliable client transportation.

Short Term Empowerment Process (STEP)

STEP was a crisis intervention strategy that provided parents of children under age 18 with one-time cash payments to address or avert a crisis which would otherwise result in the loss of the parent's employment or result in continued unemployment. Eligibility for the program was set locally and ranged from 100% to 250% of poverty.

Families who choose this program received non-medical services or products (not cash) which enabled them to secure or retain employment to avoid the need to go on assistance. STEP benefits were paid for no more than a 30-day period from the date of application but addressed the needs of the family for a period of up to 120 days. Families received services under the STEP Plan only once in any twelve-month period. The basic service maximum was \$1500 per family per year. Families who received STEP services may have also received any other assistance for which they qualified. STEP services were not to be considered a substitute for services and benefits provided by the Food Stamp, Medicaid, Temporary Assistance for Needy (cash assistance) or IMPACT Programs but rather a complement to those programs. The STEP program ended November 15, 2001.

FaithWorks Indiana

FaithWorks Indiana is an initiative spearheaded by the Governor in November of 1999 to help Hoosiers achieve a better life for themselves and their children. The initiative assists faith-based organizations of all types in providing services to Hoosier families in need in accessing state, federal and private/foundation funding for those services.

FaithWorks is the State of Indiana's proactive implementation of the Charitable Choice provision of The Personal Responsibility and Work Opportunities Act, which reformed welfare and allowed faith-based organizations to become involved in helping families help themselves. FaithWorks Indiana encourages faith-based institutions to help Indiana's working poor achieve a better life for themselves and their families.

Services that may be provided by faith-based organizations (FBOs) include family mentoring, counseling, parenting programs, job search/job readiness assistance, job skill training and GED programs, youth programs (tutoring, after school programs, mentoring) emergency services (food, shelter, clothing, transportation), and child care.

Overseen by the Division of Family and Children, Faith Works Indiana is assisting faith-based organizations in applying for state and federal grant dollars to support new or existing self-sufficiency programs.

FaithWorks Indiana is developing partnerships between government agencies, organizations, businesses and individuals supporting faith-based assistance programs across the state.

FaithWorks Indiana can help FBOs develop and seek funding for almost any service that support low-income families.

Campbell Chapel, a FaithWorks partner in Indianapolis featured on the front page of the October 17, 2000, New York Times, began outreach efforts in 1995 to help neighborhood residents enter the workforce. Their new funding, leveraged through Faith Works technical assistance, assists them in their efforts to teach neighborhood adults to use desktop computers and to offer other instruction, including help in obtaining a GED certificate. The program's goals are to meet the spiritual, educational and physical needs of the people they serve.

FaithWorks Indiana is establishing a statewide Faith Community Support Group that supports congregations and other faith-based groups in helping families succeed.

FaithWorks Indiana is providing technical assistance via the toll-free phone line and onsite to individual faith-based organization and cooperatives interested in serving Hoosier families in need.

In Spring of 2000, the initiative launched an outreach campaign to make faith-based organizations aware if FaithWorks and to assist them with accessing available funding. Interested FBOs were then given in-depth technical assistance to develop services and find the funding to support these services.

More than 400 representatives of FBOs benefited from this technical assistance. Also, in the first year 1,000 representatives of faith communities attended informal meetings across the state to provide input on the direction of FaithWorks Indiana.

On-going partnerships are being developed between Indiana's faith-based community, FSSA's local Offices of Family and Children in all 92 counties, government agencies and traditional social service providers. FaithWorks Indiana provides regular outreach to 9,500 FBOs around the state. These local partnerships provide networks to ensure that Hoosier families are connected to the right resources at the right time, from a trusted community resource.

The FaithWorks Indiana website, <u>www.state.in.us/faithworks</u>, contains current information about FaithWorks Indiana and technical assistance for the faith community. To date, the web site has received more than 2,400 inquiries. Technical assistance is also provided through the toll-free phone line (1-800-599-6043) to individual FBOs and cooperatives interested in serving Hoosier families in need. FaithWorks Indiana has assisted more than 1,000 callers on its toll-free line since the beginning of this initiative.

The result of FaithWorks Indiana's first year is that more than 40 faith-based contracts, totaling close to \$3.5 million, were awarded by the Indiana Family and Social Services Administration (FSSA), Division of Family and Children.

IMPACT Program SUMMARY OF CHARTS AND GRAPHS

IMPACT

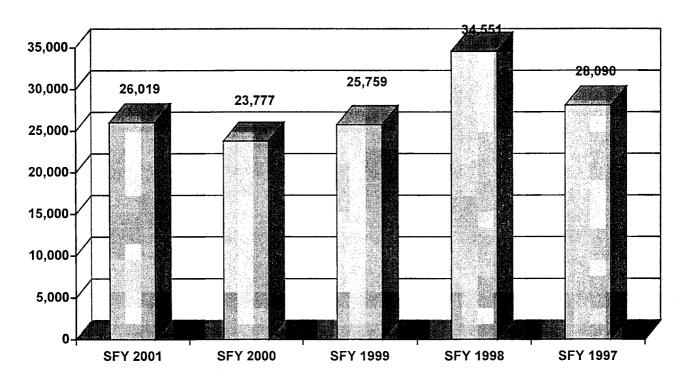
- IMPACT Program Job Placement Table, Comparison of SFY 1997-2001
- IMPACT Program Job Placement Bar Graph, Comparison of SFY 1997-2001
- IMPACT Program Employment Table by Month for SFY 2001
- IMPACT Program Employment and Caseloads Table by County for SFY 2001

IMPACT Program

Job Placements
State Fiscal Years 1997 to 2001*

	Job Placement	Job Placement	Job Placement	Job Placement	Job Placement
	SFY01	SFY00	SFY99	SFY98	SFY97
July	2,046	1,842	2,799	2,661	2,352
August	2,560	2,171	2,940	2,833	2,616
September	2,368	2,110	2,580	3,172	2,997
October	2,192	1,973	2,162	3,040	2,793
November	2,140	1,737	1,732	2,731	2,223
December	1,616	1,301	1,535	2,410	1,823
Ja nuary	1,836	1,811	1,494	2,570	2,026
February	1,977	1,966	1,774	3,000	2,114
March	2,621	2,409	2,176	3,190	2,406
April	2,411	2,195	2,428	3,202	2,776
May	2,364	2,282	2,074	2,893	2,228
June	1,888	1,980	2,065	2,849	1,736
Total	26,019	23,777	25,759	34,551	28,090

Comparison of Job Placements State Fiscal Years 1997 to 2001*



^{*}Source: IMPACT Office Monthly Placement Reports

Employment Data By Month State Fiscal Year 2001*

		TANF			Food Stam	ps		Total	
. •	Total Employed	Total Health Benefits Available	Ineligible Due To Employment	Total Employed	Total Health Benefits Available	Ineligible Due To Employment	Total Employed	Total Health Benefits Available	Ineligible Due To Employment
July	1,307	301	195	739	182	267	2,046	483	462
August	1,659	348	226	901	197	338	2,560	545	564
September	1,581	314	199	787	202	274	2,368	516	473
October	1,463	299	200	729	184	263	2,192	483	463
November	1,398	265	168	742	160	226	2,140	425	394
December	1,046	175	136	570	120	181	1,616	295	317
January	1,111	267	137	725	165	236	1,836	432	373
February	1,180	225	159	797	182	292	1,977	407	451
March	1,509	312	171	1,112	220	369	2,621	532	540
April	1,451	309	141	960	216	319	2,411	525	460
May	1,472	252	196	892	191	299	2,364	443	495
June	1,189	238	153	699	167	258	1,888	405	411
Total	16,366	3,305	2,081	9,653	2,186	3,322	26,019	5,491	5,403
Monthly Average	1,364	275	173	804	182	277	2,168	458	450
SFY2000 Total	14,751	3,738	4,025	9,026	2,317	3,277	23,777	6,055	7,295
Monthly Average	1,229	312	335	.752	193	273	1,981	505	608

Employment Data By County

State Fiscal Year 2001*

			TANF			Foo	d Stamps				Total	
	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly TANF IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly FS IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly Total IMPACT Cases
East Central												
DEARBORN	100	45	4	27	71	25	10	19	171	70	14	45
DECATUR	23	17	5	17	48	23	21	35	71	40	26	52
DELAWARE	532	45	100	264	443	33	141	251	975	78	241	516
FAYETTE	179	34	12	45	54	10	14	18	233	44	26	63
FRANKLIN	53	9	6	20	20	1	9	11	73	10	15	31
HANCOCK	27	12	6	13	38	14	21	13	65	26	27	26
HENRY	84	9	9	62	89	13	32	65	173	22	41	128 .
JAY	36	10	6	11	18	10	10	8	54	20	16	18
MADISON	416	43	54	173	252	29	112	96	668	72	166	269
OHIO	11	7	13	2	15	10	31	1	26	17	44	3
RANDOLPH	41	9	2	34	28	4	4	17	69	13	6	51
RIPLEY	39	4	8	12	36	8	18	4	75	12	26	16
RUSH	43	23	3	11	62	30	12	15	105	53	15	26
SHELBY	68	19	14	39	80	25	42	23	148	44	56	62
UNION	19	9	4	4	21	9	7	3	40	18	11	6
WAYNE	190	5	31	98	136	6	43	121	326	11	74	218
Region Total	1,861	300	277	832	1,411	250	527	700	3,272	550	804	1,532
State Total	16,366	3305	2081	11,118	9653	2186	3322	6,842	26,019	5,491	5,403	17,960

Employment Data By County State Fiscal Year 2001*

	TANF		-		Food Stamps				Total			
	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly TANF IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly FS IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly Total IMPACT Cases
North East						:						
ADAMS	33	4	3	20	58	8	. 24	25	91	12	27	45
ALLEN	435	75	46	502	175	34	91	221	610	109	137	724
BLACKFORD	26	10	1	19	15	5	10	12	41	15	11	30
DEKALB	25	3	13	12	49	12	28	9.	74	15	41	21
ELKHART	558	225	23	312	400	170	38	182	958	395	61	494
GRANT	344	34	20	175	223	14	24	94	567	48	44	269
HUNTINGTON	39	9	. 7	23	94	20	47	26	133	29	54	49
Kosciusko	19	6	8	6	110	71	91	10	129	77	99	17
LAGRANGE	26	15	2	5	18	7	4	4	44	22	6	9
MIAMI	80	23	4	50	62	18	16	32	142	41	20	82
NOBLE	22	9	3	21	49	27	23	21	71	36	26	42
STEUBEN	70	46	37	6	59	25	46	7	129	71	83	13
WABASH	72	30	22	19	59	15	23	21	131	45	45	40
WELLS	19	9	0	10	33	18	10	10	52	27	10	20
WHITLEY	41	20	2	13	33	16	14 -	11	74	36	16	23
Region Total	1,809	518	191	1,193	1,437	460	489	685	3,246	978	680	1,878
State Total	16,366	3305	2081	11,118	9653	2186	3322	6,842	26,019	5,491	5,403	17,960

IMPACT Program

Employment Data By County State Fiscal Year 2001*

	TANF				Food Star	ups			Total				
	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly TANF IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly FS IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly Total IMPACT Cases	
North We	st					·			•				
BENTON	7	3	1	2	19	11 -	10	4	26	14	11	6	
CARROLL	15	1	2	12	8	2	0	7	23	3	2	19	
CASS	131	44	8	29	99	37	28	28	230	81	36	57	
FULTON	66	22	6	22	33	10	11	17	99	32	17	38	
JASPER	48	14	18	16	87	33	43	16	135	47	61	31	
LAKE	2,545	273	337	3,069	760	81	216	2,027	3,305	354	553	5,096	
LAPORTE	417	84	44	212	171	49	80	127	588	133	124	339	
MARSHALL	_ 41	5	5	33	27	3	16	16	68	8	21	49	
NEWTON	32	13	11 .	33	22	9	7	14	54	22	18	47	
PORTER	232	58	30	62	185	45	110	58	417	103	140	119	
PULASKI	34	24	7	13	54	42 '	21	19	88	66	28	31	
ST JOSEPH	·l 979	94	82	891	376	43	105	415	1,355	137	187	1,306	
STARKE	43	22	4	13	111	58	32	19	154	. 80	36	32	
WHITE	56	20	13	19	45	24	17	22	101	44	30	41	
Region To	otal 4,646	677	568	4,424	1,997	447	696	2,786	6,643	1124	1264	7,211	
State Tota	al 16,366	3305	2081	11,118	9653	2186	3322	6,842	26,019	5,491	5,403	17,960	

Employment Data By County State Fiscal Year 2001*

		TANF				Food Stan	nps			Total				
		Total Employe d	Total Health Benefits	Ineligible Due To Employment	Average Monthly TANF IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Duc To Employment	Average Monthly FS IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly Total IMPACT Cases	
	South East													
	BARTHOLOMEW	117	34	9	50	148	36	62	36	265	70	71	86	
	BROWN	7	2	1	11	15	1	3	9	22	3	4	19	
	CLARK	168	23	22	62	34	6	11	20	202	29	33	82	
	CRAWFORD	49	18	16	11	45	18	21	16	94	36	37	27	
	FLOYD	214	32	3	76	63	6	0	34	277	38	3	110	
	HARRISON	72	30	7	22	64	29	33	11	136	59	40	33	
	JACKSON	50	17	10	14	64	28	27	12	114	45	37	26	
	JEFFERSON	64	20	0	25	81	24	12	16	145	44	12	41	
	JENNINGS	58	14	11	17	80	12	38	10	138	26	49	27	
-	LAWRENCE	78	30	27	32	71	24	34	29	149	54	61	61	
	ORANGE	41	22	9	20	56	35	25	21	97	57	34	42	
	PERRY	49	11	15	18	48	10	20	13	97	21	35	31	
	SCOTT	94	27	14	52	14	10	3	43	108	37	17	95	
	SWITZERLAND	30	17	13	6	43	26	27	4	73	43	40	10	
l	WASHINGTON	31	12	5	20	30	7	16	12	61	19	21	32	
	Region Total	1,122	309	162	436	856	272	332	286	1,978	581	494	722	
	State Total	16,366	3305	2081	11,118	9653	2186	3322	6,842	26,019	5,491	5,403	17,960	

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Employment Data By County

State Fiscal Year 2001*

	TANF				Food Stamps				Total			
	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly TANF IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly FS IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Due To Employment	Average Monthly Total IMPACT Cases
South West												
CLAY	81	11	8	81	111	15	23	43	192	26	31	124
DAVIESS	84	41	27	67	108	53	62	56	192	94	89	123
DUBOIS	59	22	7	19	64	39	13	4	123	61	20	23
GIBSON	95	34	18	19	95	27	38	28	190	61	56	47
GREENE	75	23	7	24	68	23	28	23	143	46	35	47
KNOX	190	74	13	202	74	14	14	99	264	88	27	301
MARTIN	22	10	2	12	29	7	15	24	51	17	17	35
MONROE	304	34	41	138	197	19	52	75	501	53	93	213
OWEN	84	16	9	34	66	10	16	29	150	26	25	63
PIKE	33	15	13	17	33	9	13	10	66	24	26	27
POSEY	155	39	58	99	41	7	18	19	196	46	76	118
SPENCER	35	11	5	15	32	16	17	14	67	27	22	29
SULLIVAN	88	32	9	33	59	23	10	24	147	55	19	57
VANDERBURGH	1,352	210	148	430	672	84	248	270	2,024	294	396	700
VIGO	611	146	67	262	592	99	157	283	1,203	245	224	544
WARRICK	52	9	1	52	31	0	3	32	83	9	4	83
Region Total	3,320	727	433	1,502	2,272	445	727	1,032	5,592	1172	1160	2,534
State Total	16,366	3305	2081	11,118	9653	2186	3322	6,842	26,019	5,491	5,403	17,960

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State Fiscal Year 2001*

	TANF				Food Stamps				Total				
	Total Employed	Total Health Benefits	Ineligible Due To Emp	Average Monthly TANF IMPACT Cases	Total Employed	Total Health Benefits	Incligible Due To Employment	Average Monthly FS IMPACT Cases	Total Employed	Total Health Benefits	Ineligible Due To Emp	Average Monthly Total IMPACT Cases	
West Central													
BOONE	36	8	1	38	28	11	8	21	64	19	9	59	
CLINTON	61	11	3	36	38	4	7	28	99	15	10	64	
FOUNTAIN	24	4	1	13	30	9	12	22	54	13	13	35	
HAMILTON	54	11	37	20	62	7	59	12	116	18	96	32	
HENDRICKS	28	6	9	14	37	6	20	8	65	12	29	22	
HOWARD	345	33	32	122	117	7	52	48	462	40	84	170	
JOHNSON	131	33	33	48	51	12	34	22	182	45	67	70	
MARION	2,308	466	262	2,101	946	138	176	1,015	3,254	604	438	3,116	
MONTGOMERY	110	28	14	45	46	15	22	18	156	43	36	63	
MORGAN	188	34	18	74	44	17	19	24	232	51	37	98	
PARKE	54	22	7	33	27	7	5	15	81	29	12	47	
PUTNAM	43	19	6	19	36	13	14	12	79	32	20	30	
TIPPECANOE	187	88	21	139	172	56	98	90	359	144	119	230	
TIPTON	9	1	2	7	5	1	5	1	14	2	7	8	
VERMILLION	27	10	4	20	33	9	17	13	60	19	21	33	
WARREN	3	0	0	3	8	0	3	3	11	0	3	6	
Region Total	3,608	774	450	2,731	1,680	312	551	1,352	5,288	1086	1001	4,083	
State Total	16,366	3305	2081	11,118	9653	2186	3322	6,842	26,019	5,491	5,403	17,960	